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Labour Program

Workplace Bulletin

May 29, 2009

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The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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Recent Collective Bargaining Settlements

The most current summary reports of the collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below. A complete list is available under [Current Summary Reports](#).

Province, Employer, Union, Bargaining Unit, and File Number	Settlement Month/Year
Newfoundland and Labrador Memorial University of Newfoundland Canadian Union of Public Employees (900 administrative services and technical employees) <u>0522413</u>	Oct 08
Manitoba Hudson Bay Mining and Smelting Co. Limited United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (1,320 mine and mill employees) <u>0015809</u>	Feb 09
Ontario Communications Security Establishment Public Service Alliance of Canada (1,360 administrative services employees) <u>1292003</u>	Jan 09
Alberta West Fraser Mills Ltd. Communications, Energy and Paperworkers of Canada (510 mill and office employees) <u>0114708</u>	Jan 09

A listing of all settlements, including those for which a summary report is not yet available, can be accessed at [Current Settlement Listing](#) (PDF format, 122kb).

Negotech



Negotech, a searchable labour relations database, gives you access to full collective agreement contract language and summary reports highlighting important benefit changes and latest wage adjustments. You can also conduct customized data searches.

Current and Upcoming Key Negotiations Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	41,970	B/MED/ARB/ TENT/CO	Sep 07-Jan 08
Canada Revenue Agency	PIPSC	10,440	B	Dec 07
Canada Post Corporation	APOC	3,100	B	Mar 09
Government of Northwest Territories	PSAC	2,500	TENT	Mar 09
City of Ottawa - OC Transpo	ATU	2,300	ARB	Mar 08
CBC/Radio-Canada (province of Quebec and Moncton, N.B.)	CSN	980	B	Mar 09
National Research Council of Canada	RCEA	950	B	Jul 07/Apr 08
Marine Atlantic	CAW Canada	780	ARB	Dec 07
Private Sector				
Air Canada	Various unions	28,570	B	May 09/Jul 09
Bell Canada (Ont. and Que.)	CEP	16,170	B	May 09
Jazz Air LP	CAW Canada/CFAU	2,630	B	Jun 09
Canadian National Railway Company	Teamsters	2,000	B	Dec 08
Riscon Services Limited, operating as Garda of Canada (Ont.)	Canadian Airport Workers Union	1,200	CO	Mar 09

Employer	Union	Employees	Status*	Expiry Month
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	B	Jun 09
Greyhound Canada Transportation Group	ATU	1,050	CO	Dec 08
Maritime Employers Association (Que.)	CUPE	950	B	Dec 08
NAV CANADA	CAW Canada/PSAC	680	TENT	Jun 09

Provincial and Territorial Jurisdictions

Public Sector

City of Toronto	CUPE	29,100	CO	Dec 08
Saskatchewan Association of Health Organizations	CUPE/SEIU/SGEU	24,800	B	Mar 08
City of Montréal	Various unions	15,690	B/ARB/TENT	Dec 06/Aug 08
City of Ottawa	CUPE/CIPP	10,140	TENT/B	Dec 08
Government of Ontario	AMAPCEO	9,100	TENT	Mar 09
City of Edmonton	Various unions	8,400	B	Dec 08
City of Calgary	CUPE/Police	6,780	B	Jan 09
Ontario Hospital Association	OPSEU	6,540	ARB	Mar 09
Nova Scotia Association of Health Organizations	CUPE/CAW Canada	5,700	B	Mar 09
Liquor Control Board of Ontario	OPSEU	5,500	CO	Mar 09
Government of Newfoundland and Labrador	Nurses	4,800	TENT	Jun 08
Emergency Health Services Commission of British Columbia	CUPE	3,400	MED	Mar 09
Canadian Red Cross - Community Health Services (Ont.)	SEIU	3,000	TENT	Jul 08
Manitoba Hydro	IBEW/CUPE	3,000	B	Mar 09/May 09
Hydro-Québec	Engineers	1,490	B	Dec 08
City of Québec	Various unions	1,310	B/ARB	Dec 06
Employer	Union	Employees	Status*	Expiry Month

Halifax Regional Municipality	CUPE/NSUPE	1,130	B	Oct 08
Government of Yukon	Yukon Teachers' Association	690	B	Jun 09
Prince Edward Island Department of Health	IUOE	610	B	Mar 09

Private Sector

Vale Inco (Ont.)	USW	3,260	B	May 09
Aramark Canada Facility Services Limited, Compass Group Canada Limited, Sodexo MS Canada Limited	Hospital Employees' Union	2,800	TENT	Sep 08
National Steel Car Limited (Ont.)	USW	1,060	WS	Apr 09
Lear Canada (Ont.)	CAW Canada	740	CO	Nov 08

* ARB - Arbitration
 B - Bargaining
 BaWS - Bargaining after work stoppage
 CO - Conciliation
 MED - Mediation
 MaWS - Mediation after work stoppage

PAB - Post-arbitration bargaining
 PCB - Post-conciliation bargaining
 PMB - Post-mediation bargaining
 TENT - Tentative settlement
 WS - Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Bombardier Aerospace de Havilland Division (Ont.)	CAW Canada	2,350	Jun 09
McMaster University (Ont.)	CAW Canada	2,080	Jun 09
Mechanical Contractors Association of N.B. Inc.	UA	1,500	Jun 09
Penauille Servisair Inc.	IAM	1,200	Jun 09
Prevost Car Inc. (Que.)	CAW Canada	1,200	Jun 09
Lake Erie Steel GP Inc. (Ont)	USW	1,000	Jul 09
Government of Nunavut	Nunavut Teachers' Association	640	Jun 09

Major Work Stoppages

Involving 500 or more employees from **May 8 to May 21, 2009**

An updated weekly report and a full year-to-date listing are available at [Major Work Stoppages](#).

Employer, Location, Union and Employees	Issues	Starting	Ending
City of Windsor Windsor, Ontario Canadian Union of Public Employees 1,550 inside and outside employees	Not available	Apr 18/2009	
National Steel Car Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 1,060 plant and maintenance employees	Not available	Apr 6/2009	
Emergency and Health Services Commission Kamloops, Prince George, Vancouver and Victoria, British Columbia Canadian Union of Public Employees 3,500 ambulance paramedics and dispatchers	Wages and working conditions	Apr 1/2009	

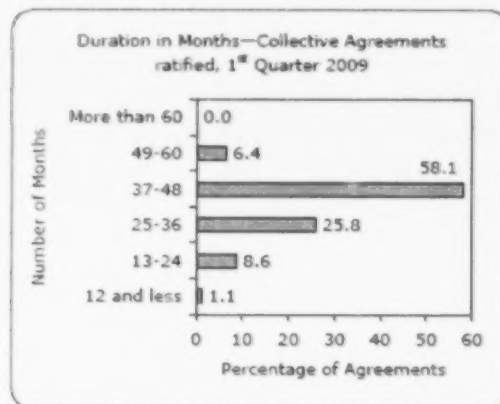
Innovative Workplace Practices—1st Quarter 2009

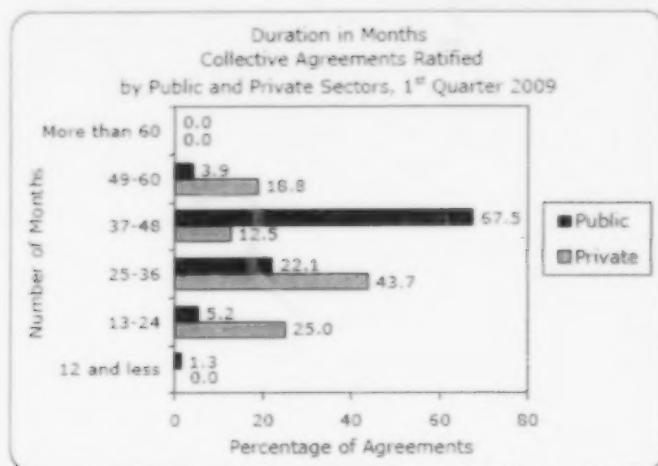
The Labour Program publishes a quarterly analysis on the duration of recently ratified collective agreements covering 500 or more employees across all industries as well as an overview of workplace innovation practices. Section I describes the duration while Section II presents a selection of innovative practices. This analysis is based on the review of 93 collective agreements ratified during the first quarter of 2009.

Section I:

Duration

Of the 93 collective agreements analysed, agreement durations range between 12 and 60 months (57.0% have a duration of 48 months and 24.7%, a duration of 36 months). Slightly more than four-fifths (81.7%) have a common duration of either 36 or 48 months. The overall average duration for the first quarter of 2009 is 45.3 months, up slightly from 43.2 months during the fourth quarter of 2008 and 41.2 months in 2008.





Public and Private Sectors

In the first quarter 2009, the average duration in public-sector agreements is 45.4 months; approximately two out of three agreements (66.2%) have a duration of 48 months and an additional 20.8%, a duration of 36 months. In the private sector, the average duration of collective agreements is 43.3 months; 44.0% (7 agreements) have a duration of 36 months and 12.5%, a duration of 48 months.

In the public sector, the longest duration (60 months) included collective agreements negotiated between Société de transport de Montréal, Quebec, and the Fédération des employés et employés de services

publics, and Toronto Hydro-Electric System Ltd. and Toronto Hydro Energy Services, Ontario, with the Canadian Union of Public Employees. The private sector's longest duration (also 60 months) included agreements signed by Canada Safeway Limited in Manitoba and the United Food and Commercial Workers Canada and, in Quebec, Vidéotron ltée with the Canadian Union of Public Employees.

Industry Sectors

During the first quarter of 2009, the average duration of agreements range from 31.9 months for three agreements in the **information and culture** sector to 53.6 months for two agreements in the **wholesale and retail trade** sector.

The **information and culture** sector includes two 24-month agreements: the CBC/Radio-Canada agreement (5,500 broadcast and television employees) expiring March 31, 2011 and the Bell Canada agreement (760 sales employees) expiring December 31, 2010. A third agreement negotiated by Vidéotron ltée, throughout Quebec, has a duration of 60 months, covers 1,760 administrative services employees, and expires December 31, 2013.

In the **wholesale and retail trade** sector, one 36-month agreement negotiated for 1,200 retail employees of No Frills Franchise Stores in Ontario expires January 24, 2012. A second agreement negotiated by Canada Safeway Limited, throughout Manitoba, has a duration of 60 months, covers 3,300 retail employees, and expires March 15, 2014.

In the first quarter of 2009, the **education, health, and social services** sector, with an average duration of 41.9 months, includes slightly more than half (54.8%) of the total agreements and 27.9% of employees. Of these agreements, twenty-six 48-month agreements were ratified in Ontario.

Section II:

Innovative Practices

The following provisions selected in collective agreements ratified during the first quarter of 2009 are considered to be innovative or of particular interest.

Compensation

A **retention premium** was established between the Prince Edward Island Department of Health and the Prince Edward Island Nurses' Union. Effective January 2009, there will be a 2.0% annual non-pensionable premium for nurses with 25 years of service. Effective in January 2010, the premium will increase to 3.0%. The premium will be converted to and paid as a pensionable wage adjustment once a nurse receiving this premium becomes eligible for an unreduced pension.

The University of Ottawa and the Association of Part-Time Professors of the University of Ottawa negotiated **various premium pay** provisions as follows:

- increase in wages in teaching classes with an elevated number of students;
- monthly compensation in teaching courses on line;
- \$200 when providing extra measures of aid to students with special needs during examinations;
- \$175 in taking part in the revision of marks;
- \$175 for each deferred examination, supplemental examination, or any additional course work related to the assignment of the final grade for the course under faculty regulations.

New Flyer Industries Canada ULC in Winnipeg, Manitoba, and the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) continued a **good attendance bonus**. With zero days of employment missed, an employee receives a payment of \$750, and with one to three days missed, \$600 will be paid.

The Government of Ontario and the Ontario Public Service Employees Union have introduced an **absenteeism target incentive** for correctional officers and youth workers. If the average annual absence is less than or equal to the absenteeism targets of 192 hours for the first year, 176 hours in the second year, 160 hours in the third year, and 144 hours in the fourth year, employees will receive lump sum payments from 2.0% to 5.0% of the straight time hourly rate in the first year, 2.0% to 4.0% in the second year, 2.0% to 3.0% in the third year, and 2.0% in the fourth year.

A **short-term incentive program** has been negotiated between Enbridge Gas Distribution, throughout Ontario, and Communications, Energy and Paperworkers of Canada. Providing the company and department targets are achieved, lump sum payments will be paid as follows: in February 2010, 4.0% of base income for 2009 and 5.0% in February 2011 for 2010.

Health and Welfare

An **employee assistance fund** between Carleton University, Ottawa, Ontario, and the Canadian Union of Public Employees provides annual lump sum payments of \$95,000 to cover dental costs and increased premium costs of the University Health Insurance Plan for international students in lieu of benefits from the Ontario Health Insurance Plan.

A **flexible health spending account** has been introduced between Regional Health Authorities of Manitoba on behalf of participating Health Care Facilities, throughout Manitoba, and the Canadian Union of Public Employees. Effective April 1, 2010, the employer contributes \$250 per year on behalf of each full-time employee, and those part time employees who have worked more than 1,500 hours during the last calendar year. Part-time employees who have worked less than 1,500 hours are credited with \$125. Effective April 1, 2011, contributions are increased to \$500 and \$250 respectively.

The Calgary Board of Education and the Canadian Union of Public Employees have agreed to an employer **implementation of a pay direct drug card** no later than June 1, 2009 for employees participating in the Group Benefits Plan. Implementation of the drug card may include, but is not limited to, consideration of least cost alternatives, limits on dispensing fees, and benefit expense limits.

The Capital Care Group Inc. in Edmonton, Alberta, and the Canadian Union of Public Employees have agreed, effective July 1, 2009, to increase the employer contribution for the **flexible health benefit spending account**. The amount for each benefit-eligible, full-time employee is increased to \$500 per year and will be prorated for a benefit-eligible, part-time employee. Any unused allocation in an employee's account as of June 30 of any calendar year may be carried forward for a maximum of one calendar year.

Bell Canada, throughout Quebec and Ontario, and the Communications, Energy and Paperworkers Union of Canada have agreed, effective April 1, 2009, that all employees, from the date of hire, will be eligible for the social benefits program. The program will provide medical coverage, dental benefits, and employer contribution to the **health and spending account**.

Working Conditions

The Government of Newfoundland and Labrador and Newfoundland and Labrador Health Boards Association, province-wide, and the Association of Allied Health Professionals: Newfoundland and Labrador have introduced a **flex-time** program. It may be implemented by mutual agreement between the employee and the manager, with the maximum number of hours of accumulation to be established between the manager and the employee, but not to exceed 75 hours. Once the maximum cap of accumulated hours is reached, the employee will not accumulate any additional time and any extra time worked must be taken off in the pay period in which it is worked.

The Regional Health Authorities of Manitoba, on behalf of participating Manitoba Health Care Facilities, throughout Manitoba, and the Canadian Union of Public Employees have agreed on a **health and welfare and pension plan protection** provision. During the term of the 2008-2012 agreement, should another health care union receive enhanced pension or benefit plan improvements, the employees represented by facility support unions will receive the identical enhancements at the same time.

Pembina Trails School Division, Winnipeg, Manitoba, and the Manitoba Teachers' Society have introduced an **education leave** provision. Elementary and secondary teachers receive a paid leave of one-half day for writing a university exam during the school day, to a maximum of two examinations during any school year. Each teacher receives one-half day paid leave to attend their own convocation during the school day.

Canada Safeway Limited, throughout Manitoba, and the United Food and Commercial Workers Canada have introduced a **job security extended hours** for 24-hour stores. In the event the employer elects to expand store hours to 20 or more per day in its retail stores, the employer will advise the union and affected employees a minimum of two weeks in advance of the change. Seniority will be the governing factor in staffing night shifts sales, with senior employees given first choice to work or not work. If there are insufficient volunteers to staff a night shift, reverse order of seniority will apply. When a store opens 20 or more hours per day, employees will be given an additional one-time opportunity to change their declaration of availability. Employees will not be required or scheduled to work both night shift and normal store hours in the same week.

DHL Express (Canada) Ltd., throughout British Columbia, and the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) have negotiated a British Columbia **job security framework agreement**. The employer has proposed a number of changes to deal with massive losses that have occurred in various parts of its operations. DHL Express plans to restructure its business throughout Canada and it has tabled a list of locations it intends to close or discontinue service with a plan to contract out service. In restructuring initiatives and facility re-routes, bumping, seniority, and severance pay provisions will be respected and time lines accelerated to limit overall disruptions. The employer will provide \$500 per person for Adjustment Committee funds in the event of contracting out or closures. No line haul, warehouse or clerical employee will be laid off as a result of contracting out. While recognizing that the express business is under extreme pressure, the union reserved the right to present an alternative strategy for future locations to be considered by the company if it can be shown to be a viable strategy.

The Victoria, Lower Mainland, including Vancouver, Richmond, Burnaby, Abbotsford, Kelowna, and Kamloops centres will be protected from a complete closure. No work in these centres will be contracted out. DHL Express (Canada) Ltd. will continue to employ a reasonable amount of staff in the British Columbia call centre until at least June 1, 2009. A one-time severance offer has been made to call centre employees of two weeks' pay per year of service plus one month's wages as they are transitioned out from the business. Benefits will be extended for a 6-month period following termination of employment.

Owner operators qualify for a lump sum payment based on seniority on their current route, ranging from \$4,500 with up to five years of service to \$11,500 with 10 years or more of service. Also, owner operators affected by a facility closure, contracting out or facility consolidation receive severance payment of two weeks' pay per year of service, prorated at 50 hours per week. For owner operators affected by a re-route after the initial major restructuring but within two years of date of ratification, will receive additional severance pay ranging from \$4,000 with up to five years of service to \$10,000 with 10 years or more of service.

The Government of Ontario and the Ontario Public Services Employees have introduced several new provisions. Under a **learn and work** program, employment will be offered to youths ages 16 to 19, from priority communities who have demonstrated a need to be re-engaged in school and are now working towards completing high school diploma requirements. Effective January 1, 2009, a maximum of 175 **internationally trained professionals** will be offered positions in the Ontario Public Service to obtain paid Canadian experience in their fields. Effective

January 1, 2010, the number of positions available will be 200. Placement shall be for a period of 6 months. With respect to **retention and recruitment**, the employer will establish, before March 31, 2010, a minimum of 230 full-time positions in the information and information technology enterprise. The employer will notify the union of any increase in the use of **surveillance equipment** in correctional institutions.

Labour-Management Committees

During the first quarter of 2009, 34 of the 93 agreements contained provisions for establishing committees dealing with a wide variety of issues.

A **pension plant joint trusteeship** committee has been introduced between the Government of Newfoundland and Labrador, Newfoundland and Labrador Health Boards Association and the Association of Allied Health Professionals: Newfoundland and Labrador. The parties will identify and resolve any matters to implement joint trusteeship by April 1, 2012.

The Government of Newfoundland and Labrador and the Newfoundland and Labrador Association of Public and Private Employees have initiated a committee concerning **work at home arrangements**. The parties will discuss work at home arrangements for employees at the Eastern Regional Health Authority. Also a **float pool** committee has been established to discuss the possibility of creating a float pool of temporary employees. Discussions are to be completed within 40 days of the establishment of the committee.

A **workforce adjustment** committee has been introduced between the Government of Prince Edward Island, Education Negotiating Agency, province-wide, and the Canadian Union of Public Employees. It is established to provide for the ongoing employment of employees affected by school closures in the Eastern School District and to apply and interpret agreed upon procedures governing the reintegration/hiring of employees.

Several Ontario School Boards and the Ontario Secondary School Teachers' Federation have introduced the following committees. A **group benefits** committee is to be established by February 1, 2009, to explore and view options in developing alternative plans with a report no later than February 1, 2011. A **new teacher induction program** committee is to study the feasibility of amending the program to include long-term occasional and continuing education teachers. A **teacher advisory group** committee is to be initiated and remain in effect until August 31, 2012, to discuss issues that arise from the implementation of the provincial discussion table agreement.

At Enbridge Gas Distribution in Ontario, there are a number of commercial and industrial fitters eligible to retire in 2009. A **succession plan** for replacing this experience needs to be developed by the company, with the plan to be integrated with the company technical training initiative currently under development. The succession plan would involve several components, including an expression of interest, seniority, job shadowing, as well as practical technical training. The plan will be completed by June 30, 2009, and will be monitored by the employer and the Communications, Energy and Paperworkers of Canada.

The Government of Ontario and the Ontario Public Service Employees Union have established several committees. A **health and safety** committee is to implement a mandatory computer-based training tool in 2009 for new employees. A **training and development** committee is to be initiated in the Information and Information Technology unit to review the structure and development of training opportunities. An **attendance strategy and implementation**

committee is to be created with the Correctional Bargaining unit to explore health and productivity programs to improve health, wellness, and level of attendance and cooperative approaches to accommodation.

Regional Health Authorities of Manitoba, on behalf of participating Manitoba Health Care Facilities, throughout Manitoba, and the Canadian Union of Public Employees have introduced a **provincial support sector advisory committee**. It will discuss and resolve issues impacting the health care industry at the provincial level.

The Limestone District School Board, Kingston, Ontario, and the Canadian Union of Public Employees have established a **support workers advisory committee**. The members will discuss issues that arise from the provincial discussion table agreement and advise the Minister on the implementation of government initiatives in publicly funded elementary and secondary schools. A **violence in the workplace** committee has been initiated to review regulations, appropriate training, and the role of the joint health and safety committee.

Toronto Hydro-Electric Systems Ltd. and Toronto Hydro Energy Services, Toronto, Ontario, and the Canadian Union of Public Employees have introduced an **apprenticeship council committee**. It is to develop the transition plans for job harmonization implementation, assess the skills gap for each classification, develop the training plan, and resolve outstanding issues.

The Toronto District School Board and the Ontario Secondary School Teachers Federation, representing occasional teachers, have established a **staffing committee** to review the staffing process for the upcoming year. An **evaluation committee** is to be formed no later than April 30, 2009. It will develop an evaluation process for secondary occasional teachers and improve their access to permanent teaching positions with a completion date of no later than December 18, 2009.

Motor Coach Industries Limited, Winnipeg, Manitoba, and the International Association of Machinists and Aerospace Workers have negotiated a **workforce adjustment committee**. The parties will attempt to minimize the impact of layoffs on bargaining unit members by bringing back any previously contracted out work where it is economical to do so or by providing alternative work where it is available elsewhere in the plant.

Other committees included in collective agreements deal with such items as workload, health and safety, and job classification.

Previous articles on innovative workplace practices are available under [Innovative Workplace Practices](#).

Coming in the Next Issue

- Wage Settlements—April 2009 Analysis and Wage Data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as:

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- work stoppages
- labour organizations
- union membership
- innovative workplace practices

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